

| # | D  | PRIORITY PLACEMENT PROGRAM (PPP)  |
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| 1 | Q. Am I eligible to register in PPP?   | A. There are various reasons for employees being eligible to register in PPP, normally as a result of being subject to an adverse action through no fault of their own. One of these reasons is being affected by downsizing and reduction in force.  |
| 2 | Q. When can I register in PPP?   | A. Employees can register for PPP after receiving a RIF notice proposing an adverse action, i.e. separation or a job at a lower grade. At the discretion of local management, however, early PPP registration can be permitted provided it can be shown that the employee will be affected by a RIF action and the employee's priority for registration can be determined. Under early registration employees may register in PPP up to one year prior to the projected RIF effective date.   |
| 3 | Q. Can I decline a PPP job offer if I don't like it?   | A. Employees can decline a job offer, but if it was considered a valid job offer they will be removed from the PPP and will no longer be eligible for placement through the PPP. A valid job offer is a permanent DOD position that matches the series, grade and location for which the individual is registered and well qualified. Additionally, there must be no significant change in working conditions or conditions of employment.  |
| 4 | Q. Will early registration for PPP be authorized?  | A. This is a command decision. Local commanders and heads of activities may approve early registration (i.e., registration in advance of a formal separation or change-to-lower-grade notice period) for employees expected to be adversely affected by a RIF. All of the following conditions must be met before early registration may be authorized: Employees may not register unless they are scheduled to be adversely affected by RIF; the referral priority of each individual registrant must be determined; registration must be offered to all similarly affected employees. (Reference: DOD PPP Operation Manual, Chapter 3, Section D) |
| 5 | Q. A GS employee without return rights receives written notification that his position will be moving to Grafenwoehr or will be subject to RIF. The employee does not have return rights to CONUS registers in PPP. If the employee remains on PPP up to his current DEROS date, is he automatically removed from PPP and separated if he has not received an offer by then? | A. When an employee without return rights to CONUS is scheduled for separation s/he will be registered in the DoD Priority Placement Program (PPP) as a Priority 1 candidate. Employees are eligible to remain in PPP until they are placed but no longer than 12 months after the date of separation. (Reference: DOD PPP Operations Manual, Chapter 3, Section D)   |
| 6 | Q. How does a family member in the Exceptional Family Member Program (EFMP) affect registration in PPP (pin point, etc.)?  | A. There is no effect on PPP registration when the employee has an exceptional family member. However, the employee may request a pin-point PPP registration if there are special considerations that need to be made in determining a suitable placement. However, if the employee is not placed prior to the effective date of the RIF the employee will be separated.  |

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| 7  | Q. How do I register in PPP?  | A. The CPAC will conduct the PPP counseling and registration. If the command authorized early PPP registration for individuals identified for separation under the mock RIF, those individuals will be advised to schedule an appointment with the CPAC. When formal RIF notices are issued, employees will be advised to schedule to schedule an appointment. |
| 8  | Q. Will early PPP registration be authorized for V Corps employees? | A. Early PPP registration can be authorized for organizations anticipating RIF. Because V Corps is using RIF avoidance measures, early PPP will not be authorized.   |
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